FALL 2021 EMPLOYEE SUMMARY - SOC
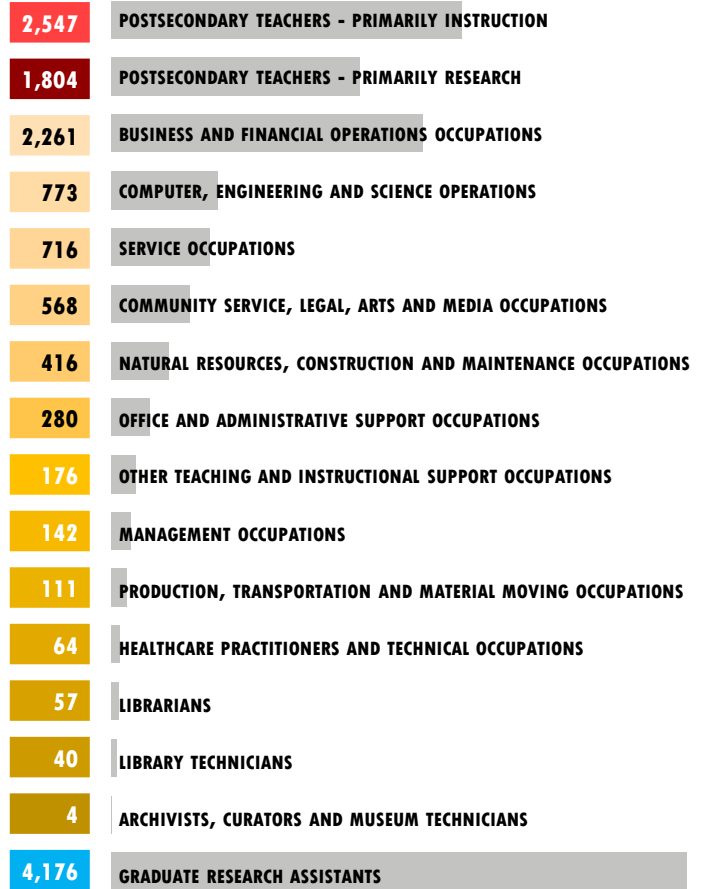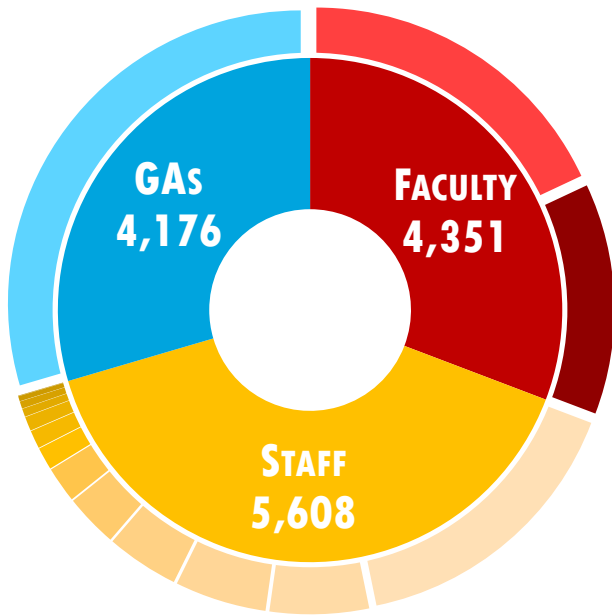
TOTAL: 14,135   FACULTY: 4,351   STAFF: 5,608   GRAD ASST: 4,176

The data included in this summary reflect salaried employees at UMD.   Hourly employees are excluded.   Employee data were captured in Fall 2021.

In previous years, head counts were obtained primarily through an employee's Equal Employment Opportunity (EEO) category as these codes were the manner in which UMD was obligated to report on employees to the federal government. However, in fall of 2012, the University transitioned to tracking all employees by Standard Occupation Classification (SOC) code. This is now standard practice among employers and has replaced, or is currently replacing, other methods of tracking employees. The fall 2012 term therefore marked the beginning of new requirements to report on employees using roll-up groupings of SOC codes. In order to complete these new requirements, IRPA is now collecting and freezing these employee data using SOC codes.
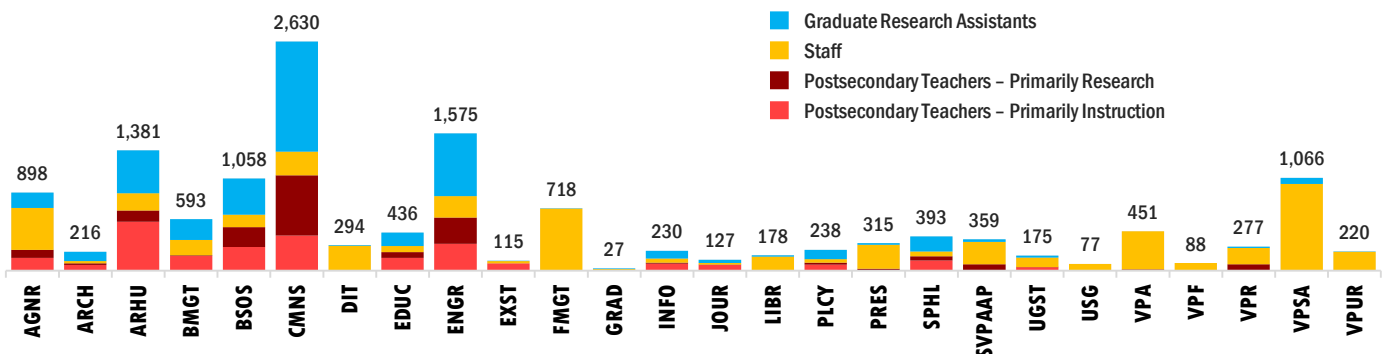
For purposes of annual reporting to the National Centers for Education Statistics, IRPA has a rubric through which the hundreds of SOC codes covering the duties of employees are rolled up into broader categories used in the Integrated Postsecondary Education Data System (IPEDS). These seventeen IPEDS categories are now the way by which IRPA captures data on employees when carrying out a freeze.

GAs 4,176

FACULTY 4,351

STAFF 5,608

2,547	POSTSECONDARY TEACHERS – PRIMARILY INSTRUCTION
1,804	POSTSECONDARY TEACHERS – PRIMARILY RESEARCH
2,261	BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS
773	COMPUTER, ENGINEERING AND SCIENCE OPERATIONS
716	SERVICE OCCUPATIONS
568	COMMUNITY SERVICE, LEGAL, ARTS AND MEDIA OCCUPATIONS
416	NATURAL RESOURCES, CONSTRUCTION AND MAINTENANCE OCCUPATIONS
280	OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS
176	OTHER TEACHING AND INSTRUCTIONAL SUPPORT OCCUPATIONS
142	MANAGEMENT OCCUPATIONS
111	PRODUCTION, TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS
64	HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS
57	LIBRARIANS
40	LIBRARY TECHNICIANS
4	ARCHIVISTS, CURATORS AND MUSEUM TECHNICIANS
4,176	GRADUATE RESEARCH ASSISTANTS

The distinctions between faculty and staff above are ones made by IRPA based on the IPEDS categories. These do not match the faculty and staff designations based on EEO code.

Faculty are the two categories under *Postsecondary Teachers*.
Graduate Assistants are a single category under *Graduate Research Assistants*.
Staff are all other IPEDS categories.

EMPLOYEE BREAKOUT by COLLEGES & DIVISIONS

Legend:
- Graduate Research Assistants
- Staff
- Postsecondary Teachers – Primarily Research
- Postsecondary Teachers – Primarily Instruction

AGNR	ARCH	ARHU	BMGT	BSOS	CMNS	DIT	EDUC	ENGR	EXST	FMGT	GRAD	INFO	JOUR	LIBR	PLCY	PRES	SPHL	SVPAAP	UGST	USG	VPA	VPF	VPR	VPSA	VPUR
898	216	1,381	593	1,058	2,630	294	436	1,575	115	718	27	230	127	178	238	315	393	359	175	77	451	88	277	1,066	220

POSTSECONDARY TEACHERS – PRIMARILY INSTRUCTION

2,547
2,090.6 FTE (FULL-TIME EQUIVALENCY)

GENDER
1,505 — 59% | 1,042 — 41%
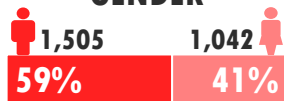
RACE/ETHNICITY:

American Indian or Alaska Native:U.S.	5	0.2%
Asian:U.S.	303	11.9%
Black or African American:U.S.	175	6.9%
Foreign	73	2.9%
Hispanic:U.S.	133	5.2%
Native Hawaiian or Other Pacific Islander:U.S.	4	0.2%
Two or More:U.S.	27	1.1%
Unknown:U.S.	247	9.7%
White:U.S.	1,580	62.0%

COLLEGE/DIVISION: (1 – 600)

AGNR	148	ENGR	310	SPHL	117
ARCH	65	EXST	85	SVPAAP	-
ARHU	562	FMGT	-	UGST	40
BMGT	171	GRAD	-	USG	-
BSOS	271	INFO	80	VPA	-
CMNS	404	JOUR	68	VPF	-
DIT	-	LIBR	-	VPR	8
EDUC	149	PLCY	69	VPSA	-
		PRES	-	VPUR	-

POSTSECONDARY TEACHERS – PRIMARILY RESEARCH

1,804
1,692.1 FTE (FULL-TIME EQUIVALENCY)

GENDER
1,025 — 57% | 779 — 43%

RACE/ETHNICITY:

American Indian or Alaska Native:U.S.	-	0.0%
Asian:U.S.	244	13.5%
Black or African American:U.S.	72	4.0%
Foreign	390	21.6%
Hispanic:U.S.	67	3.7%
Native Hawaiian or Other Pacific Islander:U.S.	-	0.0%
Two or More:U.S.	16	0.9%
Unknown:U.S.	153	8.5%
White:U.S.	862	47.8%

COLLEGE/DIVISION: (1 – 700)

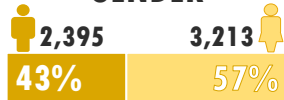|					
AGNR	92	ENGR	300	SPHL	49
ARCH	19	EXST	-	SVPAAP	73
ARHU	129	FMGT	-	UGST	1
BMGT	7	GRAD	1	USG	3
BSOS	230	INFO	14	VPA	16
CMNS	693	JOUR	2	VPF	-
DIT	-	LIBR	-	VPR	65
EDUC	63	PLCY	24	VPSA	2
		PRES	21	VPUR	-

TENURE/TENURE-TRACK FACULTY: **1,366** 1,343.9 FTE (FULL-TIME EQUIVALENCY) **31.4%** OF ALL 4,351 FACULTY

STAFF

5,608
5,565.9 FTE (FULL-TIME EQUIVALENCY)

GENDER
2,395 — 43% | 3,213 — 57%

RACE/ETHNICITY:

American Indian or Alaska Native:U.S.	7	0.1%
Asian:U.S.	443	7.9%
Black or African American:U.S.	1,389	24.8%
Foreign	63	1.1%
Hispanic:U.S.	609	10.9%
Native Hawaiian or Other Pacific Islander:U.S.	5	0.1%
Two or More:U.S.	102	1.8%
Unknown:U.S.	359	6.4%
White:U.S.	2,631	46.9%

COLLEGE/DIVISION: (1 – 1,000)

AGNR	481	ENGR	245	SPHL	54
ARCH	25	EXST	26	SVPAAP	258
ARHU	197	FMGT	713	UGST	112
BMGT	175	GRAD	18	USG	74
BSOS	143	INFO	45	VPA	435
CMNS	269	JOUR	17	VPF	88
DIT	286	LIBR	162	VPR	188
EDUC	70	PLCY	38	VPSA	993
		PRES	278	VPUR	218

GRADUATE RESEARCH ASSISTANTS

4,176
1,890.8 FTE (FULL-TIME EQUIVALENCY)

GENDER
2,210 — 53% | 1,966 — 47%
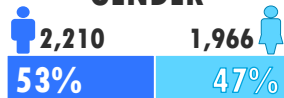
RACE/ETHNICITY:

American Indian or Alaska Native:U.S.	1	<0.1%
Asian:U.S.	249	6.0%
Black or African American:U.S.	232	5.6%
Foreign	1,695	40.6%
Hispanic:U.S.	163	3.9%
Native Hawaiian or Other Pacific Islander:U.S.	4	0.1%
Two or More:U.S.	65	1.6%
Unknown:U.S.	544	13.0%
White:U.S.	1,223	29.3%

COLLEGE/DIVISION: (1 – 1,200)

AGNR	177	ENGR	720	SPHL	173
ARCH	107	EXST	4	SVPAAP	28
ARHU	493	FMGT	5	UGST	22
BMGT	240	GRAD	8	USG	-
BSOS	414	INFO	91	VPA	-
CMNS	1,264	JOUR	40	VPF	-
DIT	8	LIBR	16	VPR	16
EDUC	154	PLCY	107	VPSA	71
		PRES	16	VPUR	2

COLLEGE/DIVISION ABBREVIATIONS

AGNR	College of Agriculture & Natural Resources		**SPHL**	School of Public Health
ARCH	School of Architecture, Planning, & Preservation		**UGST**	Undergraduate Studies
ARHU	College of Arts & Humanities		**USG**	Shady Grove Center
BMGT	Robert H. Smith School of Business		**DIT**	Division of Information Technology
BSOS	College of Behavioral & Social Sciences		**FMGT**	Facilities Management
CMNS	College of Computer, Math & Natural Sciences		**LIBR**	Libraries
EDUC	College of Education		**PRES**	Office of the President
ENGR	A. James Clark School of Engineering		**SVPAAP**	Sr VP Academic Affairs & Provost
EXST	Office of Extended Studies		**VPA**	VP Administration
GRAD	Graduate School		**VPF**	VP Finance
INFO	College of Information Studies		**VPR**	VP for Research
JOUR	Philip Merrill College of Journalism		**VPSA**	VP for Student Affairs
PLCY	School of Public Policy		**VPUR**	VP for University Relations

ADDITIONAL BACKGROUND INFORMATION

The Integrated Postsecondary Education Data System (IPEDS) is a set of interrelated surveys designed to collect institution-level data in such areas as enrollments, program completions, faculty, staff, and finances from all primary providers of postsecondary education. The University of Maryland complies with federal reporting policies for all of these surveys; each collection item has specific reporting guidelines established so that the federal government, consumers, and other constituents are able to compare institutions in a fair manner.

The IPEDS Human Resource (HR) survey, which includes faculty and staff job categorizations, underwent major revisions in the fall of 2012. The IPEDS survey classification revisions represent a change from the previous HR data classification based on Equal Employment Opportunity (EEO) categories, which had remained unchanged for the last decade. The new survey classifications reflect the requirements of the 2010 Standard Occupational Classification (SOC) system from the US Department of Labor's Bureau of Labor Statistics. SOC codes were developed to classify workers according to detailed occupational definitions which reflect changes in the workforce over the last decade and a comprehensive effort to conduct better data analysis across all federal government departments. These categories facilitate collecting, calculating, and disseminating data about workers across all the sectors of industry. There are nineteen total job categories, seventeen of which are applicable to our campus.

It is important to note that the previous employment categories for HR reporting are inherently different than the current SOC system. Previously, there were nine possible EEO categories for employees that were assigned by the University System of Maryland (USM) based on a variety of elements including title, job description, Fair Labor Standards Act (FLSA) status, and responsibilities of the job. Under the nineteen new IPEDS categories, SOC codes were assigned by the USM essentially with the same logic but with more detail due to the increase in job categories. As a result, comparisons can create a one-to-many relationship (e.g., one EEO category maps to more than one of the new IPEDS categories). Therefore comparisons should not be made of those data from before and after the changeover to SOC assignment.

FAQ

Why don't these numbers match previous reports on employees?
The IPEDS HR survey was changed in the fall of 2012 to comply with the requirement to align IPEDS HR reporting with the 2010 Standard Occupational Classification (SOC) system. The change resulted in more possible job classifications such that attempts to compare EEO categories to IPEDS categories are inexact. Efforts to do these comparisons will result in a one-to-many relationship from EEO categories to IPEDS categories (i.e., the single EEO category '02' for Faculty maps to ten IPEDS categories).

Which number should I use: IPEDS or EEO?
When requesting an official figure from our office, the census figures reported to the federal government will be used. This means that when asking for official counts of any employee group (i.e., faculty, staff, etc.), you will receive individuals broken down by IPEDS categories as this is how these data are being reported. We encourage all our campus constituents to kindly use these figures as official statistics to remain consistent with our federal census numbers.